WZB

Michael Neugart

Pensions with early retirement and without commitment

discussion paper

October 2006

ISSN Nr. 1011-9523

Social Science Research Center Berlin
Research Area:
Employment, Social Structure, and Welfare State

Research Unit:
Labor Market Policy and Employment
http://www.wz-berlin.de/ars/ab
e-mail: neugart@wz-berlin.de

Order number: SP I 2006-120

Acknowledgement
I would like to thank Volker Böhm and Achim Kemmerling for their suggestions. Of course, I am responsible for all errors.

Wissenschaftszentrum Berlin für Sozialforschung (WZB) •
Reichpietschufer 50 • D-10785 Berlin • www.wz-berlin.de

Abstract

In this paper it is shown that more generous early retirement provisions as well as lower employment lead to lower steady state pension rates if governments weigh the welfare of the older persons relatively strongly. A relatively stronger weight on the welfare of the young reverses the results. The driving forces behind those findings are governments that cannot commit to pension policies and consequently take into account future governments' policies when maximizing electoral support from the currently young and old constituencies.

Zusammenfassung

In dem Beitrag wird gezeigt, dass Pensionssysteme mit generöseren Frühverrentungsregelungen sowie niedrigere Beschäftigungsquoten geringere Pensionen zur Folge haben, falls Regierungen die Wohlfahrt der Pensionäre stärker gewichten als die der jüngeren Generation. Gewichtet die jeweilige Regierung in ihrer Entscheidung über die Pensionspolitik die Wohlfahrt der jüngeren Generation stärker als die der älteren Generation, so kehrt sich das Ergebnis ins Gegenteil um. Die Ergebnisse beruhen im Wesentlichen auf der Annahme, dass die Pensionspolitiken heutiger Regierungen für zukünftige Regierungen nicht bindend sind. Im Bestreben um die maximale Zustimmung der heutigen Wählerschaft berücksichtigen Regierungen daher die Folgen der Pensionspolitiken nachfolgender Regierung auf die derzeit noch jüngere Generation.

Contents

1 Introduction

Most modern pension systems incorporate redistributive elements within generations. These come in various disguises, such as unemployment benefit or disability pensions, and vary in generosity across countries (see Blöndal and Scarpetta (1998)).

The purpose of this paper is to study the incentives for short-lived governments to introduce time-consistent pension policies in a PAYGO system that also redistributes between the employed and the unemployed. To examine this question, I use and extend the framework provided by Grossman and Helpman (1998).[1] The derived results may guide empirical work that strives to better understand variation in pension rates across countries and over time.

2 The model

2.1 The economy

The model has an overlapping generations structure. There is no population growth. Each generation lives for two periods. At every time t there shall be four distinct groups. Young voters denoted by Y are either employed (E) or unemployed (U). Old voters (O) can also be of two distinct types: in one case they were employed when young, in the other case they were not. The fraction of employed voters ($0 < \rho < 1$) shall be constant over time. There is no labour supply decision of individuals. Those lucky enough to

[1] There are highly recommendable surveys on the political economy of pension systems by Breyer (1994), Galasso and Profeta (2002) and Mulligan and Sala-i-Martin (1999).

have a job earn a wage $w = 1$. Those who do not have a job when young derive utility from leisure l. The young save all their disposable income in order to consume when they are old. There shall be a storage technology in terms of a non-perishable good produced by the young. Saved output earns a gross return $R = 1 + r$, where $r > 0$ shall also denote the time discount rate. The disposable income of an individual is given by $1 - \tau_t$, where $0 \leq \tau_t \leq 1$ levied on the working part of the population is a tax at time t that finances the social security system. The government allocates the proceeds from labour taxation to the pension system. Those old individuals who have an employment record receive a regular pension p_t. Individuals who did not work when young receive an early retirement payment of $\gamma \cdot p_t$, with $0 < \gamma < 1$. The latter group is the extreme version of people who have an incomplete working history – they have never worked at all. The government awards them early retirement pensions as a fraction of the regular pension rate.

Denoting with V^i the utility of an individual who belongs to group i, and assuming a linear and time separable utility function, one gets:

$$V_t^{Y,E} = 0 + \frac{1}{R}(Rs_{t+1} + p_{t+1}^e(s_{t+1})) \tag{1}$$

$$V_t^{Y,U} = l + \frac{1}{R}\gamma p_{t+1}^e(s_{t+1}) \tag{2}$$

$$V_t^{O,E} = s_t R + p_t \tag{3}$$

$$V_t^{O,U} = \gamma p_t. \tag{4}$$

The state variable $s_{t+1} = 1 - \tau_t$ denotes the savings net interest payments that will be available to the currently young when they are old. Thus, the utility of an employed young person is the sum of leisure $l = 0$ when young plus the discounted utility of income that he will draw on for consumption when old. This income during old age will be the sum of the savings plus the interest on it plus the expected pension payments p^e_{t+1}. The unemployed young person derives utility from leisure when young and discounts the expected early retirement payments that he will receive when old. The currently old with a complete working history derive utility from their savings and the regular pension. The early retirees derive utility from the early retirement pension $\gamma \cdot p_t$. Because only self-fulfilling equilibria will be studied in the remainder of this paper, expectations e equal actual outcomes so that, as a result, the superscript will be dropped.

2.2 Governments

Governments are short-lived. The policy choice is over the pension p_t at time t only. There is no such device available which would ensure that a policy p_t set in time t given the state variable s_t is not changed in $t+1$, as it happens to be the case that $s_{t+1} \neq s_t$. Thus, a policy that was optimal in time t given s_t will be undone in $t+1$ as the state of the economy changes to s_{t+1}. The lack of such a commitment device has important repercussions. A choice of a policy at time t that would neglect that future governments might have an incentive to change the current social security system would be time-inconsistent (see Kydland and Prescott (1977)). In order to optimize on its political support, the current government has to look ahead and take into account the policy which the next government will pursue, as this policy affects the well-being of its currently young constituency who will then be old. If one assumes that the expected policies only depend on the expected state variable, the pension rate becomes a function of s_{t+1}. Hence, what one is looking for is a 'Markov political equilibrium'.

Governments optimize an objective function

$$\max_{p_t} \; G = \rho V^{Y,E} + (1-\rho)V^{Y,U} + \theta(\rho V^{O,E} + (1-\rho)V^{O,U}) \tag{5}$$

where $\theta \geq 0$ is a weight that the government attaches to the welfare of the currently old generation relative to the young generation. The utilities of the employed and unemployed enter with the weights ρ and $1-\rho$, respectively.[2]

The pensions are financed by the young and working generation. The government is obliged to run a balanced budget so that

$$\rho p_t + (1-\rho)\gamma p_t = \rho \tau_t \tag{6}$$

has to hold. The left-hand side of equation (6) is the sum of regular pensions paid to those old persons who have a complete working history and the early retirement pensions paid to the fraction of the population $1-\rho$ with an incomplete working history. The outlays are financed by social security contributions from the employed young. Using (6) and $s_{t+1} = 1 - \tau_t$, the

[2]Such a government objective function can be rationalized with a probabilistic voting model (see Lindbeck and Weibull (1987)).

state variable can also be written as

$$s_{t+1} = 1 - Kp_t \tag{7}$$

with

$$K = 1 + \gamma \frac{1-\rho}{\rho}.$$

2.3 Results

By inserting the utilities of the four electoral groups into the objective function (5) and using equation (7), one arrives at the first order condition for the policy choice of the current government:

$$-\rho(K + \frac{1}{R}\frac{dp_{t+1}}{ds_{t+1}}K) - (1-\rho)K\gamma\frac{1}{R}\frac{dp_{t+1}}{ds_{t+1}} + \theta\rho + \theta(1-\rho)\gamma = 0. \tag{8}$$

A policy p_t that satisfies (8) buys the current government maximum support. Integration with respect to s_{t+1} and rearranging yields the first order difference equation $p_{t+1} = f(p_t)$, which describes the law of motion for the time-consistent policies as

$$p_{t+1} = C + R(\theta - 1)\frac{\rho}{\rho + \gamma(1-\rho)} - R(\theta - 1)p_t. \tag{9}$$

The free parameter C depends on the beliefs that the current government holds about the retirement policies of its successor. Thus, one has multiple equilibria of pension policies, as along any path of pension policies $p_{t+1} = f(p_t)$ the government maximizes its political support. If it were to reduce the pensions in period t by one unit, then the marginal loss in political support among the old would be $\theta\rho + \theta(1-\rho)\gamma$, with the first part being the loss among those with a complete employment record and the second part being the loss among those with an incomplete working history. But if the current government expects a policy $p_{t+1} = f(p_t)$ of the follow-up government, the marginal loss among the old is fully compensated by a marginal gain in political support among the young of the same amount $\theta\rho + \theta(1-\rho)\gamma$. This can be checked by making use of equation (9), inserting it into the support function of the young, which is the first part of the right-hand side of equation (5), and taking the derivative with respect to p_t.

The steady state of (9) is calculated by applying the condition $p_{t+1} = p_t$. It follows as

$$p^* = \frac{C}{1+R(\theta-1)} + \frac{R(\theta-1)}{1+R(\theta-1)}\frac{\rho}{\rho+\gamma(1-\rho)} \tag{10}$$

and is stable for

$$\frac{R-1}{R} < \theta < \frac{R+1}{R}.$$

As long as the government does not attach too high a relative weight to either the old or the young generation, the pension system will converge to the steady state.

The steady state is furthermore feasible if pensions are such that those lucky enough to have been offered a job are willing to accept it $V^{Y,E} > V^{Y,U}$, and pensions can be financed. The former condition implies $p_{t+1} > \frac{R}{1-\gamma}(l - (1-\tau_t))$. As the right-hand side of this inequality becomes largest for $\tau_t = 1$, a sufficient condition for pensions that fulfil the incentive compatibility is

$\underline{p} > R \cdot l/(1-\gamma)$. Pensions can be financed if the tax rate does not exceed one. Thus, the upper limit on the pension rate follows from equation (6) as $\overline{p} = 1/K$. There is no restriction on the belief parameter C, so that for a sufficiently low leisure value l one will always find a steady state pension rate p^* that fulfills $\underline{p} < p^* < \overline{p}$.

Given a feasible pension system with a stable steady-state pension rate, three cases can be distinguished:

1. The governments attach the same weight to the two generations ($\theta = 1$): then the steady state pension is fixed by the belief parameter, $p^* = C$.

2. The governments favour the young such that $\frac{R-1}{R} < \theta < 1$: then a more generous early retirement scheme yields a higher steady state pension rate p^* as can be checked with $\partial p^*/\partial\gamma > 0$. Higher employment leads to a lower steady state pension ($\partial p^*/\partial\rho < 0$).

3. The governments favour the old such that $1 < \theta < \frac{R+1}{R}$: then a more generous early retirement scheme will result in a lower steady state pension rate. Secondly, more employment yields a more generous steady state pension rate.

Note that a more redistributive pension system comes along with a higher steady state pension rate when governments put a relatively higher weight on the young. Even though more transfers to those with an incomplete working history have to be financed by the employed young, the current government (and all consecutive governments) introduces a higher pension rate in steady state. This is so because a higher pension rate raises support for the current government among the old. Furthermore, the current government knows that the follow-up government has the same preference for the young, so that the currently young will profit from the higher steady state pension rate when they are old. In the other case, with a relatively higher weight on the old, a more redistributive pension system will coincide with lower steady state pension rates. Here, the current government reduces the burden for the young, as it correctly expects that the follow-up government will implement the same policy, yielding lower pension for the currently young when they are old.

3 Conclusions

This model of redistribution within and between generations in which governments cannot commit to a pension system illustrates potentially rich policy patterns. Comparing steady state pension rates, one finds that those rates increase with employment and fall with the generosity of an early retirement scheme if governments put a relatively stronger weight on the older generation. Should the governments favour the young relatively more, pension rates fall as employment increases and become more generous with a more generous early retirement scheme. The model may guide empirical work analyzing an astonishingly huge variation in pension rates across countries and time, with those countries having also experienced quite distinct labour market developments, and possibly young and old constituencies that are organized to very different degrees.

References

BLÖNDAL, S. AND S. SCARPETTA (1998): "The retirement decision in OECD countries," OECD Economics Department Working Papers NO.202, ECO/WKP(98)15.

BREYER, F. (1994): "The political economy of intergenerational redistribution," *European Journal of Political Economy*, 10, 61–84.

GALASSO, V. AND P. PROFETA (2002): "The political economy of social security: a survey," *European Journal of Political Economy*, 18, 1–29.

GROSSMAN, G. AND E. HELPMAN (1998): "Intergenerational redistribution with short-lived governments," *The Economic Journal*, 108, 1299–1329.

KYDLAND, F. AND E. PRESCOTT (1977): "Rules rather than discretion: the inconsistency of optimal plans," *Journal of Political Economy*, 85, 473–492.

LINDBECK, A. AND J. WEIBULL (1987): "Balanced-budget redistribution as the outcome of political competition," *Public Choice*, 51, 272–297.

MULLIGAN, C. AND X. SALA-I-MARTIN (1999): "Social security in theory and practice (I): facts and political theories," National Bureau of Economic Research, NBER Working Paper 7118.

Books published by members of the research unit Labor Market Policy and Employment

(only available from commercial retailers)

Dietmar Dathe, Günther Schmid
Urbane Beschäftigungsdynamik. Berlin im Standortvergleich mit Ballungsregionen
2001
Berlin, edition sigma
175 pp.

Mathias Eberling, Volker Hielscher, Eckart Hildebrandt, Kerstin Jürgens
Prekäre Balancen. Flexible Arbeitszeiten zwischen betrieblicher Regulierung und individuellen Ansprüchen
2004
Berlin, edition sigma
279 pp.

Werner Eichhorst, Stefan Profit, Eric Thode
in collaboration with the "Benchmarking" team at the „Bündnis für Arbeit, Ausbildung und Wettbewerbsfähigkeit" Alliance: Gerhard Fels, Rolf G. Heinze, Heide Pfarr, Günther Schmid, Wolfgang Streeck
Benchmarking Deutschland: Arbeitsmarkt und Beschäftigung. Bericht der Arbeits-gruppe Benchmarking und der Bertelsmann-Stiftung
2001
Berlin/Heidelberg/New York, Springer
440 pp.

Jürgen Gabriel, Michael Neugart (eds.)
Ökonomie als Grundlage politischer Entscheidungen
2001
Opladen, Leske + Budrich
343 pp.

Silke Gülker, Christoph Hilbert, Klaus Schömann
Lernen von den Nachbarn. Qualifikations-bedarf in Ländern der OECD
2000
Bielefeld, W. Bertelsmann Verlag
126 pp.

Markus Gangl
Unemployment Dynamics in the United States and West Germany. Economic Restructuring, Institutions and Labor Market Processes
2003
Heidelberg, New York: Physica/Springer
300 pp.

Miriam Hartlapp
Die Kontrolle der nationalen Rechtsdurchsetzung durch die Europäische Union
2005
Köln, Campus Verlag
254 S.

Werner Jann, Günther Schmid (eds.)
Eins zu eins? Eine Zwischenbilanz der Hartz-Reformen am Arbeitsmarkt
2004
Berlin: edition sigma
112 pp.

Max Kaase, Günther Schmid (eds.)
Eine lernende Demokratie - 50 Jahre Bundesrepublik Deutschland
WZB-Jahrbuch 1999
1999
Berlin, edition sigma
586 pp.

Hartmut Kaelble, Günther Schmid (eds.)
Das europäische Sozialmodell.
Auf dem Weg zum transnationalen Sozialstaat
WZB-Jahrbuch 2004
2004
Berlin, edition sigma
455 pp.

Jaap de Koning and Hugh Mosley (eds.)
Labour Market Policy and Unemployment: Impact and Process Evaluations in Selected European Countries
2001
Cheltenham, UK, Edward Elgar
317 pp.

Hugh Mosley, Jacqueline O’Reilly, Klaus Schömann (eds.)
Labour Markets, Gender and Institutional Change. Essays in Honour of Günther Schmid
2002
Cheltenham, UK, Edward Elgar
382 pp.

Hugh Mosley, Holger Schütz, Günther Schmid with the collaboration of Kai-Uwe Müller
Effizienz der Arbeitsämter: Leistungsver-gleich und Reformpraxis, Reihe „Modernisierung des öffentlichen Sektors“
2003
Berlin, edition sigma
179 pp.

Ralf Mytzek, Klaus Schömann (eds.)
Transparenz von Bildungsabschlüssen in Europa. Sektorale Studien zur Mobilität von Arbeitskräften
2004
Berlin, edition sigma
198 pp.

Michael Neugart, Klaus Schömann (eds.)
Forecasting Labour Markets in OECD Countries. Measuring and Tackling Mismatches
2002
Cheltenham, UK, Edward Elgar
322 pp.

Jacqueline O’Reilly, Colette Fagan (eds.)
Part-Time Prospects. An International Com-parison
1998
London/New York, Routledge
304 pp.

Jacqueline O’Reilly, Inmaculada Cebrián and Michel Lallemant (eds.)
Working-Time Changes: Social Integration Through Transitional Labour Markets
2000
Cheltenham, UK, Edward Elgar
369 pp.

Jacqueline O’Reilly (ed.)
Regulating Working-Time Transitions in Europe
2003
Cheltenham, UK, Edward Elgar
325 pp.

Birgitta Rabe
Implementation von Arbeitsmarktpolitik durch Verhandlungen. Eine spieltheoretische Analyse
2000
Berlin, edition sigma
254 pp.

Stefan Ramge, Günther Schmid (eds.)
Management of Change in der Politik? Reformstrategien am Beispiel der Arbeitsmarkt- und Beschäftigungspolitik
Ein Werkstattbericht, Gesellschaft für Programmforschung, GfP (ed.), Bd. 55 der Reihe „Schnittpunkte von Forschung und Politik“,
2003
New York, München, Berlin: Waxmann
165 pp.

Günther Schmid, Jacqueline O'Reilly, Klaus Schömann (eds.)
International Handbook of Labour Market Policy and Evaluation
1996
Cheltenham, UK, Edward Elgar
954 pp.

Günther Schmid, Bernard Gazier (eds.)
The Dynamics of Full Employment. Social Integration Through Transitional Labour Markets
2002
Cheltenham, UK, Edward Elgar
443 pp.

Günther Schmid
Wege in eine neue Vollbeschäftigung. Übergangsarbeitsmärkte und aktivierende Arbeitsmarktpolitik
2002
Frankfurt/Main, Campus
477 pp.

Holger Schütz, Hugh Mosley (Hg.)
Arbeitsagenturen auf dem Prüfstand. Leitungsvergleich und Reformpraxis der Arbeitsvermittlung
2005
Berlin, edition sigma
351 S.

Sylvia Zühlke
Beschäftigungschancen durch berufliche Mobilität? Arbeitslosigkeit, Weiterbildung und Berufswechsel in Ostdeutschland
2000
Berlin, edition sigma,
206 pp.

The Research Area “Employment, Social Structure, and Welfare State” has existed since 1 January 2003. It encompasses the research units “Labor Market Policy and Employment” and “Inequality and Social Integration” and the research group “Public Health”.

Research Unit Labor Market Policy and Employment

Discussion Papers 2003

Carroll Haak
Weiterbildung in kleinen und mittleren Betrieben: Ein deutsch-dänischer Vergleich
Order number: SP I 2003-101

Günther Schmid
Gleichheit und Effizienz auf dem Arbeitsmarkt: Überlegungen zum Wandel und zur Gestaltung des „Geschlechtervertrages“
Order number: SP I 2003-102

Holger Schütz
Controlling von Arbeitsverwaltungen im internationalen Vergleich
Order number: SP I 2003-103

Stefan Schröter
Berufliche Weiterbildung in Großbritannien für gering qualifizierte Arbeitskräfte
Order number: SP I 2003-104

Magnus Lindskog
Forecasting and responding to qualification need in Sweden
Order number: SP I 2003-105

Heidi Oschmiansky und Frank Oschmiansky
Erwerbsformen im Wandel: Integration oder Ausgrenzung durch atypische Beschäftigung? Berlin und die Bundesrepublik Deutschland im Vergleich
Order number: SP I 2003-106

Katrin Vitols
Entwicklungen des Qualifikationsbedarfs in der Bankenbranche
Order number: SP I 2003-107

Achim Kemmerling
Die Rolle des Wohlfahrtsstaates in der Entwicklung unterschiedlicher Dienstleistungssektoren – Wohlfahrtsstaatsregime und Dienstleistungsbeschäftigung
Order number: SP I 2003-108

Thomas A. DiPrete, Dominique Goux, Eric Maurin, Amélie Quesnel-Vallée
Work and Pay in Flexible and Regulated Labor Markets: A Generalized Perspective on Institutional Evolution and Inequality Trends in Europe and the U.S.
Order number: SP I 2003-109

Discussion Papers 2004

Thomas A. DiPrete, Markus Gangl
Assessing Bias in the Estimation of Causal Effects: Rosenbaum Bounds on Matching Estimators and Instrumental Variables Estimation with Imperfect Instruments
Order number: SP 1 2004-101

Andrea Ziefle
Die individuellen Kosten des Erziehungsurlaubs: Eine empirische Analyse der kurz- und längerfristigen Folgen für den Karriereverlauf von Frauen
Order number: SP 1 2004-102

Günther Schmid, Silke Kull
Die Europäische Beschäftigungsstrategie. Anmerkungen zur "Methode der offenen Koordinierung"
Order number: SP 1 2004-103

Hildegard Theobald
Entwicklung des Qualifikationsbedarfs im Gesundheitssektor: Professionali-

sierungsprozesse in der Physiotherapie und Dentalhygiene im europäischen Vergleich
Order number: SP 1 2004-104

Magnus Lindskog
Labour market forecasts and their use – Practices in the Scandinavian countries
Order number: SP 1 2004-105

Hildegard Theobald
Unternehmensberatung: Veränderter Qualifikationsbedarf und neue Ansätze in Ausbildung und Regulierung des Berufszugangs
Order number: SP 1 2004-106

Günther Schmid
Gewährleistungsstaat und Arbeitsmarkt Neue Formen von Governance in der Arbeitsmarktpolitik
Order number: SP I 2004-107

Karin Schulze Buschoff
Neue Selbstständigkeit und wachsender Grenzbereich zwischen selbstständiger und abhängiger Erwerbsarbeit – europäische Trends vor dem Hintergrund sozialpolitischer und arbeitsrechtlicher Entwicklungen
Order number: SP 1 2004-108

Christoph Hilbert
Performanzmessung und Anreize in der regionalen Arbeitsvermittlung: Der Schweizer Ansatz und eine Modellrechnung für Deutschland
Order number: SP 1 2004-109

Günther Schmid
Soziales Risikomanagement durch Übergangsarbeitsmärkte
Order number: SP I 2004-110

Lennart Delander, Jonas Månsson, Erik Nyberg
Using the Unemployed as Temporary Employment Counsellors: Evaluation of an Initiative to Combat Long-Term Unemployment
Order number: SP I 2004-111

Discussion Papers 2005

Achim Kemmerling, Oliver Bruttel
New Politics in German Labour Market Policy? The Implications of the Recent Hartz Reforms for the German Welfare State
Order number: SP I 2005-101

Kamil Zawadzki
Transitional Labour Markets in a Transitional Economy. Could They Work? The Example of Poland
Order number: SP I 2005-102

Magnus Lindskog
The Swedish Social Insurance System for the Self-Employed
Order number: SP I 2005-103

Rebecca Boden
The UK social security system for self-employed people
Order number SP I 2005-104

Philip Wotschack
Household Governance and Time Allocation – Structures and Processes of Social Control in Dutch Households
Order number SP I 2005-105

Holger Schütz, Peter Ochs
Das Neue im Alten und das Alte im Neuen - Das Kundenzentrum der Bundesagentur für Arbeit: Die öffentliche Arbeitsvermittlung zwischen inkrementellen und strukturellen Reformen
Order number: SP I 2005-106

Carroll Haak
Künstler zwischen selbständiger und abhängiger Erwerbsarbeit
Order number: SP I 2005-107

Ralf Mytzek-Zühlke
Einflussfaktoren betrieblicher Weiterbildungsaktivität in Dänemark, Schweden, Deutschland und dem Vereinigten Königreich.
Analysen der Mikrodaten der zweiten Europäischen Weiterbildungserhebung (CVTS2)
Order number: SP I 2005-108

Oliver Bruttel
Contracting-out and Governance Mechanisms in the Public Employment Service
Order number: SP I 2005-109

Colette Fagan, Jacqueline O'Reilly and Brendan Halpin
Job opportunities for whom? Labour market dynamics and service sector employment growth in Germany and Britain
Order number SP I 2005-110

Monique Aerts
The Dutch Social Insurance System for Self-Employed
Order number SP I 2005-111

Discussion Papers 2006

Günther Schmid
Sharing Risks. On Social Risk Management and the Governance of Labour Market Transitions
Order number SP I 2006-101

Rosie Page, Jim Hillage
Vocational Education and Training in the UK. Strategies to overcome skill gaps in the workforce
Order number SP I 2006-102

Anton Hemerijck
Recalibrating Europe's Semi-Sovereign Welfare States
Order number SP I 2006-103

Paul Ryan, Howard Gospel, Paul Lewis
Large Employers and Apprenticeship Training in Britain
Order number SP I 2006-104

Lorenz Lassnigg
Approaches for the anticipation of skill needs in the perspective of "Transitional Labour Markets" – the Austrian experience
Order number: SP I 2006-105

Paula Protsch
Lebens- und Arbeitsqualität von Selbstständigen.
Objektive Lebens- und Arbeitsbedingungen und subjektives Wohlbefinden einer heterogenen Erwerbsgruppe
Order number: SP I 2006-106

Karin Schulze Buschoff
Die soziale Sicherung von selbst ständig Erwerbstätigen in Deutschland
Order number SPI 2006-107

Janine Leschke, Günther Schmid, Dorit Griga
On the Marriage of Flexibility and Security: Lessons from the Hartz-reforms in Germany
Order number SP I 2006-108

Anders Stenberg
Skill Needs and Continuing Vocational Training in Sweden
Order Number SP I 2006-109

Philip Wotschack, Rafael Wittek
Negotiating Work and Household Demands.
Effects of Conflict Management Strategies in Dutch Households on the Labor Supply of Male and Female Employees
Order number: SP I 2006-110

Christian Brzinsky-Fay
Lost in Transition - Labour Market Entry Sequences of School Leavers in Europe
Order number SP I 2006-111

Jaap de Koning, Hassel Kroes, Alex van der Steen
Patterns of Work and Use of Benefits over the Life Course: Estimates and simulations based on Dutch microdata
Order number SP I 2006-112

Michael Neugart
Labor Market Policy Evaluation with an Agent-based Model
Order number SP I 2006-113

Miriam Hartlapp
Über Politiklernen lernen. Überlegungen zur Europäischen Beschäftigungsstrategie
Order number: SP I 2006-114

Philip Wotschack
Lebenslaufpolitik in den Niederlanden.
Gesetzliche Optionen zum Ansparen längerer Freistellungen: „verlofspaarregeling" und „levensloopregeling"
Order number: SP I 2006-115

Kai-Uwe Müller, Frank Oschmiansky
Die Sanktionspolitik der Arbeitsagenturen nach den „Hartz"-Reformen
Anlage der Wirkungen des „Ersten Gesetzes für moderne Dienstleistungen am Arbeitsmarkt"
Order number: SP I 2006-116

Klaus Schömann, Liuben Siarov, Nick van den Heuvel
Managing social risks through transitional labour markets
Order number: SP I 2006-117

Wayne Vroman, Vera Brusentsev
Unemployment and Unemployment Compensation from a Global Perspective
Order number: SP I 2006-118

Achim Kemmerling
Diffusion und Interaktion in der Arbeitsmarktpolitik? Positive und negative Ansteckungseffekte am Beispiel zweier Reformdiskussionen
Order number: SP I 2006-119

Michael Neugart
Pensions with early retirement and without commitment
Order number.: SP I 2006-120

*Bei Ihren Bestellungen von WZB-Papers schicken Sie, bitte, unbedingt einen an Sie adressierten **Aufkleber** mit, sowie **je Paper** eine **Briefmarke im Wert von € 0,55** oder einen "**Coupon Réponse International**" (für Besteller aus dem Ausland).*

*Please send a **self-addressed label** and **postage stamps in the amount of € 0,55** or a **"Coupon-Réponse International"** (if you are ordering from outside Germany) for **each** WZB-Paper requested.*

Bestellschein / *Order Form*

Paßt im Fensterumschlag! ● Designed for window envelope!

An das
Wissenschaftszentrum Berlin
für Sozialforschung gGmbH
PRESSE- UND INFORMATIONSREFERAT
Reichpietschufer 50
D-10785 Berlin

Absender ● Return Address:

Hiermit bestelle ich folgende(s)Discussion Paper(s) ● Please send me the following Discussion Paper(s)

Autor(en) / Kurztitel ● Author(s) / Title(s) in brief	Bestellnummer ● Order no.